

**From:** Huelsman, Gregory E.  
**Sent:** Monday, January 31, 2000 11:48 AM  
**To:** Alesia Frazier; Asghar Goraya; Bill Odom; Brenda Racheau; Daniel Marks; Danny Lowder; Dave Smith; David Carminucci; Earl Herald; Gary Schmidt; H Bradshaw; Jenny Griffin; Jim Holland; Joseph Condon; Kellyann Rivers; Ken Rash; Kenneth Bradley; Kenneth Hughes; Lynne Williams; Norma Machich; Pamela Belden; Peggy Kosco; Ray Knapp; Robert Radcliff; Robert Shaver; Robin Hulsey; Rueben Turner; Shawn Howell; Tony Keane; Arthur Padoan; Bill Iler; Edith Chen; Gary Didona; Jeanne Bonhomme; Joe Chaump; Jose Fontanez; Karen Marryshow; Katherine Otto; Margaret Petrosino; Mark Walchak; Natalie Ellis; Ron Gragg; Sandra Lizza; Susan Blohm; Tom Keim; Yen Chang  
**Cc:** Szymanczyk, Mike E.; Nelson, John R. (Jack); Milby, David L.; Long, Henry P.; Chen, Edith W.; Jarona, Thomas P.; Odom, Bill; Stariha, Craig E.; Hubbard, Jeanette E.; Gissendanner, Sabrina; Barrington, Marty; Beran, Dave R.; Johnson, Craig; Levy, Carolyn J.; Lund, Nancy B.; Merlo, Ellen; Mikulay, Robert; Murphy, Ken F.; Steele, Harry; Schwartz, Craig G.; Cummings, Greg A.; Weber, Deborah J.; Skillin, Anne; Patterson, Sharon; Harrison, Shirley; Waddy, Mel; Fontana, Gary; Kelly, Tina  
**Subject:** Year End Supplier Diversity Results-PMUSA  
**Importance:** High

Congratulations SDD Champions--on another great year for Supplier Diversity.

The Supplier Diversity year end report was distributed last Friday. Please review this report and share it with your entire department.

I want to convey my sincerest appreciation to all of you for your hard work during 1999. The results show the success of your labors. The bottom line was that Philip Morris U.S.A. achieved a record utilization of 13%. This is up from 10.74% in 1998. This continues our dominance as one of the top national firms. Our total utilization of minority firms was 7.58%. Our total utilization of women firms was 5.42%.

As you know, our goals are now expressed in terms of utilization. Our Company objective is to increase total utilization by 1% each year. We increased by more than 2% from last year. This is a fantastic accomplishment, and all are to be congratulated.

However, we also increased our total M/WBE spending, which is even more significant, given that our total Company opportunity spending decreased for 1999. Our total spending with minority and women firms rose to \$533 million, up from \$499 million last year.

Great Job, everyone! Please keep up the good work as we continue to raise-the-bar during 2000.

*Greg Huelsman  
Supplier Diversity Development*

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